

# How Managers Can Empower Their Staff

*When was the last time you felt empowered? Feels good, doesn't it?*

To empower means giving someone the power to do something. In a business context, it means giving employees authority and responsibility within their roles.

For managers in particular, 'employee empowerer' is something that simply comes with the job description. Indeed, if you're a manager, it's your duty to ensure that your employee feels empowered. But how exactly do you achieve that?

OK, before we get to the 'hows,' let's discuss why empowerment is important. Empowered employees not only benefit themselves, but your business too. Think about it: empowering your team is a way of saying, "I trust you." You're giving them freedom within their roles, an opportunity to make their own decisions and a chance to develop and learn new skills. All this helps to make your employees feel like valued members of your team.

Everyone wants to feel like they're going somewhere, and if you're seen providing the right tools for them to develop, chances are you'll benefit from a happy, hardworking team.

So, how exactly do you empower your subordinates? Here are a few tips:

## **Give employees 100% responsibility**

For any project, you should delegate one employee to be 100% responsible for it. This gives them a chance to prove to you – as well as themselves – what they are capable of. Of course, you should always be on hand to give tips and pointers, but don't babysit them through the process. Once a project has finished, you and your employee may benefit from sitting down to discuss how it went.

## **Encourage open communication**

All your employees should have the confidence to speak up; if they don't, they simply won't feel empowered. Encourage your team to share any thoughts and opinions, and in real-time. No more 'if you have any queries please put them in an email.' Issues, opinions, and inspiring thoughts all get lost with time, so it's important that if anyone has something to say, they say it right away.

## **Reward success – and failure**

Did one of your employees pull off their first project extremely well? Great. Talk to them about it and reward their efforts. Did they struggle so much you needed to step in? Don't worry. Failure is at the very least a sign that they tried in the first place. People learn best from their failures, so provide constructive feedback to ensure they succeed in the future. The most important thing to remember is that any effort should be appreciated. A [team day out](#) is the perfect way to reward your employees, especially one that's out of the office and into the great outdoors!

## **Be transparent**

If your employees feel like you're keeping things from them, they aren't likely to feel like a valued member of your team. You should aim to be as transparent as possible: explain why you make certain decisions, share any developments with them, and encourage them to share their thoughts with you.

## **Lead by example**

As role of 'employee empowerer,' your team will look up to you, so you should be leading by example. A great leader is someone who is an inspirational role model for their team; and one who employees will aspire to be.

*Source: <http://events.goape.co.uk/ceos-can-empower-staff/>*